ABORIGINAL HUMAN RESOURCE DEVELOPMENT

2010 Winter Games

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Executive Summary:

The 2010 Winter Games Human Resource Planning Committee, as part of its planning and strategy development, wishes to engage the aboriginal business community on labour demand and supply, demand-supply gaps, and human resources strategies to maximize the employment and skills opportunities that will arise from the 2010 Winter Games and other major projects over the next several years. As part of this business engagement, the committee would like to meet with key representatives of the Aboriginal business and economic development community to discuss employment and skills opportunities and human resource planning issues and strategies related to the 2010 Winter Games and other projects. This will include women, youth and persons with disabilities, as part of challenges of First Nations peoples.

Aboriginal Engagement Strategy:

A project steering committee (four members of the 2010 Winter Games Human Resource planning committee) and project consultant, met in late June, to plan a program for meeting with key representatives of the aboriginal business and economic development community. The meeting, while focusing on aboriginal businesses, would include stakeholders in aboriginal human resource development as well as aboriginal representatives who self-identified as youth and persons with disabilities. Efforts would also be made to support gender equity throughout the process and to ensure representation of aboriginal women in business and in economic development.

The existing legacies agreements now in place include those First Nations whose traditional territory will host the 2010 Winter Games. This traditional territory issue needs to be respected to these First Nations when 'planning a process' and the need to recognize these two First Nations. This is primarily the Squamish and Lil-Wat First Nations, with the inclusion of Musqueam First Nation as a stakeholder in the training and development partnership.

The program for engagement included:

part i: a round table on aboriginal business partnerships relating to the 2010 Winter Games and human resource development.

part ii. a focus group, of key persons, representing a cross section of delegates, at the round table on aboriginal business partnerships and the broader aboriginal business community.

part iii. a final report to the 2010 Winter Games Human Resource Planning Committee on increasing the role of Aboriginal people and aboriginal business in the employment and skills opportunities that will arise as major project get underway over the next several years.

Aboriginal Human Resource Planning Strategies:

Delegates participating in the program, over the summer of 2003, identified several key elements to support effective aboriginal human resource planning strategies.

- ✓ 2010 Human Resource planning will be an inclusive program that recognizes the diversity of aboriginal peoples in British Columbia, including First Nations, both on and off reserve, Metis, Inuit and other native Americans who have chosen British Columbia as their place of residence. Acknowledging the diversity of the aboriginal community as a key dynamic in effective human resource planning.

- ✓ 2010 Human Resource planning will acknowledge that the Aboriginal population is a young and growing population with an increasing labour market share over the next 10 years.
- ✓ 2010 Human Resource planning will acknowledge the rapid urbanization of the aboriginal community with more and more people living off reserve and moving to urban centres.
- ✓ 2010 Human Resource planning will recognize that a significant infrastructure exists across British Columbia to support aboriginal human resource development, also aboriginal apprenticeship and training. These aboriginal human resource development agreement holders, sub-agreement holders and partnerships throughout the province already play a significant role in supply side equation of aboriginal human resource planning strategies.

Aboriginal participants shared some common concerns regarding access to the opportunities being generated by the 2010 Winter Games.

- ✓ That the 2010 Winter Games Human resource planning committee build on the existing infrastructure within the broader aboriginal community to link the supply and demand side equations essential to meet the human resource planning needs over the next several years. This should begin with a provincial supply side assessment of aboriginal people through the AHRDA partnerships.
- ✓ That the existing legacy agreements and commitments be respected by all parties and that the opportunities be identified early for increasing the role of aboriginal people and aboriginal business in the developments associated with the 2010 Winter Games. This includes the RAV line and new Vancouver Convention Centre and other projects.
- ✓ That local infrastructure be developed to facilitate the participation of aboriginal business and to coordinate opportunities for aboriginal economic development. This local infrastructure should be linked to other aboriginal business centres across British Columbia and to the virtual networks that exist to support the dissemination of information to aboriginal business.

Recognizing that certain legacies and agreements exist with the host First Nations in Vancouver and Whistler area, stakeholders in aboriginal human resource development and aboriginal business anticipate that mechanism will be found to provide for greater inclusion of aboriginal people from across British Columbia.

To support and facilitate aboriginal inclusion in the opportunities generated by the 2010 Winter Games and other major projects over the next several years, delegates and respondents, recommend a more inclusive program be developed to promote participation.

NEXT STEPS: opportunities for continuing dialogue

- ✓ A strategic meeting of Aboriginal Human Resource Development stakeholders across British Columbia and both Federal and Provincial government stakeholders in aboriginal employment and training. A special report should be generated on aboriginal labour supply through the AHRDA stakeholders.
- ✓ A strategic review of the Coordinated Aboriginal Apprenticeship Strategy to link the 2010 opportunities in trades training and apprenticeship to the CAAS workplan.
- ✓ A summit of aboriginal training and education facilities to support new learning strategies for aboriginal people in preparation for the winter games and to ensure access to skills development required to participate in the short range and long term opportunities associated with hosting the 2010 Winter Games.
- ✓ Additional efforts should be made to ensure aboriginal business access to the myriad of opportunities associated with hosting the 2010 Winter Games.

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Introduction: *The Federal-Provincial 2010 Human Resource Planning Committee, established a sub-committee on Aboriginal Human Resource Development in June of 2003 to engage the aboriginal business community on labour demand and supply, demand-supply gaps, and human resource strategies to maximize the employment and skills opportunities that will arise from the 2010 Winter Games and other major projects over the next several years.*

The committee retained Pinay & Associates to *engage the aboriginal business community and provide venues for the committee to meet key representatives of the Aboriginal business and economic development community to discuss employment, skills opportunities, human resource planning issues and strategies related to the 2010 Winter Games and other projects. This will include women, youth and persons with disabilities, as part of the challenges of First Nations (aboriginal) Peoples.*

An initial meeting was held in late June to confirm a program for the engagement of aboriginal business on behalf of the 2010 Human Resource Planning sub-committee. The sub-committee includes:

- Kerry Jothan, Chair of the 2010 Human Resources Planning Committee
- Christine Baker, Stitsma Employment Centre, Squamish Nation
- Christine Leo, Mount Currie First Nation Employment Services Centre
- Robert Gilson, Tradeworks, Downtown Eastside Vancouver.

The Consultant and the Committee discussed venues and the aboriginal engagement strategy. The Committee members present suggested that a two part process be implemented over the summer followed by a report to the committee.

Part 1. A round table on aboriginal business, with specific effort to include aboriginal youth, aboriginal women and aboriginal persons with disabilities. The intent of the forum is to be inclusive and invitations should be extended to as many business and interest groups as possible. The focus will be on aboriginal delegates with a target of 100 delegates at the forum.

Part 2. A focus group of 20-25 people would be arranged following the round table to review the information gathered at the July forum on aboriginal business. Delegates invited to this focus group, will represent a cross section of the aboriginal community in British Columbia including aboriginal youth, aboriginal women and aboriginal persons with disabilities.

Part 3. A report will be provided to the 2010 Winter Games Human Resource Planning Committee in late September 2003.

On July 02, 2003, the international Olympic Committee (IOC) announced Vancouver as the host city for the 2010 Winter Games. On July 21, 2003 a round table on aboriginal business partnerships and aboriginal human resource development was hosted at the Vancouver Trade & Convention Center.

The July 21st meeting brought together over 120 aboriginal delegates representing various human resource development and business development interests. The event focused on the opportunities associated with hosting the 2010 Winter Games in the Vancouver-Whistler corridor. Special discussions, break out sessions, were held with youth, women and persons with disabilities. Aboriginal entrepreneurs and aboriginal community human resource planning stakeholders attended this event to learn how they can participate in the economic benefits associated with the Games.

A preliminary list of business recommendations, from the July 21 Round Table, was provided to a cross–section of delegates and stakeholders at a focus group meeting, September 09, 2003. The focus group was presented in three parts.

1. Review of the 2010 Human Resource Development Strategy
2. Presentation of recommendations from the July Roundtable event.
3. Series of questions regarding the 2010 Aboriginal Human Resource Planning

The focus of this project was primary research with the direct participation of the aboriginal community, represented by aboriginal human resource development stakeholders, aboriginal small business and first nation's community economic development representatives.

Some secondary research and contact was initiated with key informants who are presently engaged in Aboriginal Human Resource Development across British Columbia. Special thanks to these people for their kind assistance and support in developing this report.

- Beverley O'Neill, O'Neill Marketing and Consulting, West Vancouver
- Norma Guerin, Executive Assistant, First Nations Employment Society
- Matthew Garrow, Aboriginal Programs Directorate, H.R.D.C., B.C. Yukon Region
- Keith Henry, CEO, Metis Provincial Council of British Columbia
- Tara Gilbert, CEO, ACCESS, representing urban Vancouver
- Karen Hunt, CEO, Prince George area AHRDA

This report reflects the aboriginal voices heard at the July forum and the follow-up focus group held in Vancouver on September 09, 2003 and through direct contact with key stakeholders from across British Columbia.

1.0 Aboriginal Human Resource Development

2010 Aboriginal Human Resource Engagement Strategies

The Aboriginal community, led by Squamish Nation and the Lil-Wat Nation, have been active partners in the Vancouver-Whistler Bid Corporation efforts. A multi-lateral agreement signed with the two First Nations and the Vancouver Bid Corporation provided the basis for establishing an aboriginal secretariat in the bid offices. Additional accords have been ratified with Vancouver area First Nations of Musqueam. First Nations have become stakeholders in developments associated with hosting the 2010 Winter Games also in advocating for guarantees of related jobs and business opportunities. Two of the First Nation communities are represented on the 2010 Human Resource Planning Committee.

The Squamish and Lil-Wat First Nations are currently working with Musqueam First Nation in Vancouver, and the Province of British Columbia, Ministry of Advanced Education Training & Technology on a multi-year human resource development legacy agreement. This agreement was signed in early 2003 to support First Nation participation in 2010 related projects on the Squamish Whistler corridor including the Sea to Sky highway improvement project. With the announcement that Vancouver bid to host the 2010 Games has been successful, the 2010 human resource planning committee is seeking to engage the broader aboriginal community in a dialogue on employment, training and opportunities.

1.1 The role of the 2010 Human Resource Planning Committee

1. To develop a long-term strategic human resource plan to ensure strategies are in place so that sectors, communities and British Columbians maximize the employment and skills opportunities arising from the Games and other major projects concomitant with the Games.

2. The plan will be designed to spread the benefits of the Games over the province, to build community support and to honour the inclusive intent of the Vancouver 2010 Bid Corporation.
3. This will assist the OCOG in developing its human resource strategy.

1.2 The role of Sub-committee on Aboriginal Human Resource Development.

The current program was developed to engage the aboriginal business community on labour demand and supply, demand and supply gaps, and human resources strategies to maximize the employment skills opportunities that will arise from the 2010 Winter Games and other major projects over the next several years. In addition to the objectives listed in (1.1 role of the Committee) the Sub-committee included the following parameters.

- Reflect the analysis and findings of the Roslyn Kunin & Associates' labour Demand Analysis technical Report and Labour Supply and Potential Gaps Analysis Technical Report, as they refer to Aboriginal people.

1.3 Aboriginal Human Resource Development Engagement Strategy

To meet the planning objectives of both the 2010 Human Resource Planning Committee and the sub-committee on Aboriginal Human Resource Planning the engagement strategy will need to be inclusive and provide for involvement of key players from across British Columbia.

The process envisioned by the 2010 Human Resource Planning sub-committee would be inclusive of all aboriginal stakeholder groups.

For the purpose of the report, distinction between First Nations, Metis, Inuit and non-status Indians will not be made unless specific references are made to a First Nation. The collective term Aboriginal people will refer to all persons of First Nations, Inuit and Metis ancestry whether registered (Indian) or not.

This process would allow for the 2010 Winter Games Human Resource Planning Committee to honour the inclusiveness intent of the Vancouver 2010 Bid Corporation when it specifically refers to Aboriginal Peoples. Delegates representing various aboriginal stakeholder groups were invited to the Round table on Aboriginal Business Partnerships. (See appendix A for delegate confirmation list) The information gathered at the July 21st round table would also provide opportunity to build on the Kunin & Associates: 2010 Labour Supply and Demand report.

This information however, must be considered within the context of existing aboriginal human resource processes across British Columbia.

1.4 Aboriginal Human Resource Development across British Columbia.

Human Resource Development Canada (HRDC) has implemented a national strategy to support aboriginal human resource development. Through agreements with Human Resource Development Canada, First Nations, Metis, Inuit and urban aboriginal people work collectively within a framework referred to as the aboriginal human resource development agreements (AHRDA's). The process is inclusive and provides for points of services to all aboriginal peoples regardless of community of origin or aboriginal status. The strategy is part of a five year, 1.6 Billion dollar national program that ends in March of 2004. Of the $1.6 billion allocated over five years, $120 million is new funding to augment the Urban Component, child care for First Nations and Inuit communities, and capacity building.

Human Resource Development Canada, in consultation with aboriginal human resource development stakeholders, distributes resources within a multi-year funding strategy based, primarily, on aboriginal populations and labour force participation. The data generated from the 2001 census provides the basis for resources for agreement holders. The current aboriginal labour force analysis is based on the National Aboriginal Resource Allocation Model (NARAM 2) and has generated the following data for British Columbia[1].

Aboriginal Population	Total Pop 170,025	ages15-64	15-19 (youth)
In Labour Force		74,235	23,690
Not in Labour Force		43,790	17,330
Employed		57,515	17,295
Unemployed		16,720	6,390

In describing the aboriginal labour force HRDC includes all aboriginal people recorded by the 2001 Census between the ages of 15-64, also know as working age population. Additional information is provided on youth between the ages of 15-19. It is important to note that youth represent 1/3 of the aboriginal working age population according to this data. (23,690 aged 15-19/74,235 ages 15-64) .

The portion of aboriginal young people entering the labour is also significant and will increase of the next 10 years. The aboriginal population is a relatively young and growing population (birthrate of 2.4 %) [2] with the majority of the population under the age of 30. (60% < 30 years of age). This means that a significant increase in young aboriginal people entering the labour force.

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[1] Human Resource Development Canada website www.hrdc-drhc.gc.ca

[2] Indian & North Affairs Canada.

Human resource development advocates suggest that the long term structural unemployment, within First Nations, should be addressed with focus on training and education opportunities for youth. The national youth strategy is administered by AHRDA's on behalf of Human Resources Development Canada.

In British Columbia 44,265[3] of 170,025 total aboriginal population identified themselves as Metis people. This represents approximately 24% of the total aboriginal population in British Columbia. They are collectively represented by the Metis Provincial Council of British Columbia and have a special AHRDA arrangement with Human Resources Development Canada.

Data concerning the migration of aboriginal people suggests that over 75% of all aboriginal people live off reserve and approximately 60% of all aboriginal people living in urban centres[4].

Human resource development programs should acknowledge that distribution of aboriginal peoples from on reserve – off reserve, urban and rural as well as the equity between First Nations, Metis and non-status Indians.

In agreement with Human Resource Development Canada, AHRDA holders, have the primary responsibility for labour market adjustments programs for aboriginal people. Currently 12 AHRDA agreements exist in British Columbia. (See appendix B).

A recommendation of the Kunin report on 2010 Winter Games labour market analysis is the need to conduct a comprehensive labour supply analysis and provides some indication of the current role aboriginal people in various sectors of the B.C. economy.

The key to understanding the aboriginal labour supply in British Columbia may exist in the data collected by AHRDA holders over the last five years. Based on estimates provided by AHRDA holders contacted there may be data within the CONTACT IV Client data base system that is currently in use across British Columbia. This client case management system is linked to HRDC through a suite of client data information services. Whether this data can be extracted to reflect the industry analysis must be established. It is clear however, that Aboriginal people have a lead in labour market programs and services, essential to support the 2010 Winter Games and other major projects.

The total clients served by aboriginal human resource development agreement (AHRDA) holders in 2001-2002 was estimated at 10,000 people. There is a need to complete a quantitative supply analysis based on the R. Kunin report to determine aboriginal labour force and the potential labour market contribution.

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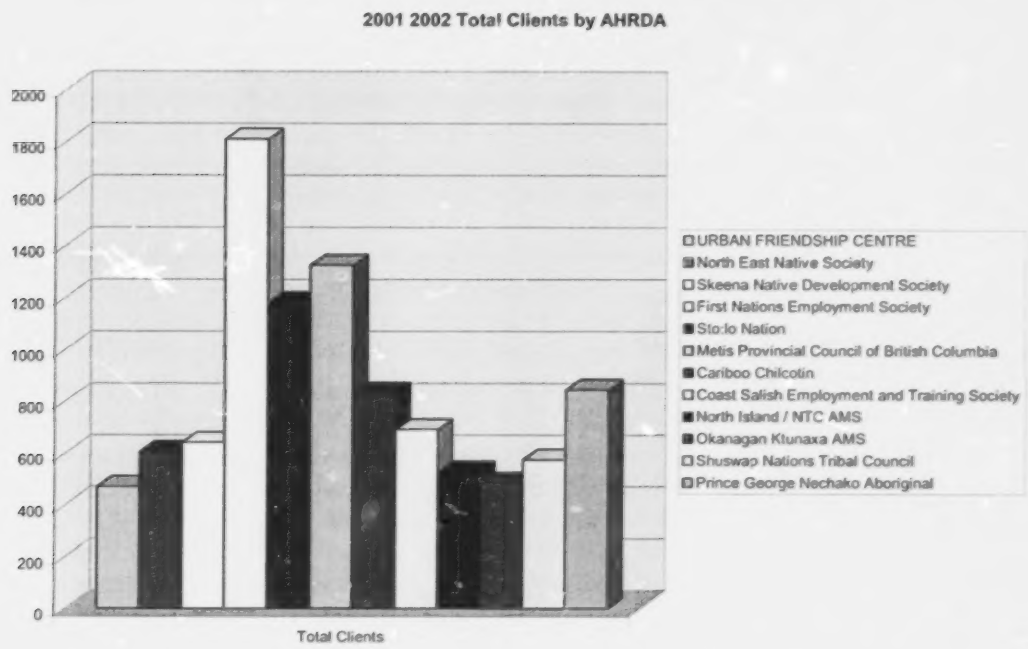
[3] Statistics Canada, British Columbia, Aboriginal Peoples Survey

[4] Statistics Canada, British Columbia, Aboriginal peoples survey

The data collected by these agreements for reporting purposes to HRDC may serve as the basis for effective 2010 Human resource planning and should be considered as a potential resource for strategic planning purposes. The distribution of these clients can is represented as follows:



* Data provided by the HRDC, B.C. Yukon regional offices.

Urban Friendship Centre of Vancouver provides service in the (just over 400 clients) serves metropolitan Vancouver.
North East Native Development Society (appox. 580 clients) serves northeastern British Columbia.
Skeena Native Development Society serves aboriginal clients in Northwestern British Columbia
First Nations Employment Society serves the Vancouver Sunshine Coast area including 10 First Nations through 10 sub-agreements.
Stolo Nation provides services in Surrey., Whiterock and the Fraser Valley.
Metis Provincial Council provides services to Metis clients across B.C. through seven regional agreements.
Caribou Chilcotin serves clients in the northcentral part of British Columbia
Coast Salish Employment and Training Society serves the southern half of Vancouver Island including Victoria & Nanaimo
NorthIsland/ Nu Chal Nuth Tribal Council serves the northern half of Vancouver Island.
Okanogan Ktunaxa Aboriginal Management Society services south eastern British Columbia including Kelowna.
Shuswap Nations Tribal Council serves south Central British Columbia including Kamloops, Merritt and Lilloet
Prince George Nechako Aboriginal training and employment Society serves the north central B.C. including Prince George.

The twelve AHRDA's collectively served 10, 0000 clients in the 2001-2002. This data does not reflect those individuals who are unemployed but not seeking employment due to participation in training or education programs or for other reasons.

Building on the data provided in the R.Kunin report, the Aboriginal Human Resource Development Agreements, operating through Human Resource Development Canada, have local, regional and provincial data on aboriginal labour force participation rates and according to Human Resource Development Canada "*British Columbia aboriginal communities are national leaders in client engagement*".

Aboriginal human resource development agreement holders have also developed creative measures to support labour market participation of aboriginal people across British Columbia. Of the $1.6 billion allocated over five years, $120 million is new funding to augment the Urban Component, child care for First Nations and Inuit communities, and capacity building. Funding allocations are as follows:

- Funds for aboriginal labour market programming;
- Funds for child care for First Nations and Inuit communities;
- Funds for the Urban Aboriginal Component;
- Funds for aboriginal youth programming;
- Funds for capacity building; and
- Funds for persons with disabilities.

Accountability measures are in place for each of the several funds administered through the aboriginal human resource development agencies. The current five year agreement expires on March 31, 2004.

1.5 Aboriginal Human Resource Development in the Vancouver-Whistler area.

Vancouver Sunshine Coast First Nations formed a collective Society in 1999 to administer the federal agreement and provide capacity building with local First Nations through a decentralized model. This means each First Nation would receive resources through a sub-agreement or local delivery mechanism agreement. There are currently 10 First Nations in the Vancouver Sunshine Coast included in the First Nations Employment Society providing services to all aboriginal people both on and off reserve.

Including the First Nations Employment Society, There are four agreements in the Vancouver region:

- First Nations Employment Society AHRDA. serves the Vancouver Sunshine Coast First Nations. The Society operates a decentralized model with 10 agreements and operates the First Nations Employment Centre in downtown Vancouver at 440 Cambie Street.
- Stolo AHRDA serves Whiterock, Surrey, Coquitlam and New Westminster and east including the Fraser Valley.

- The Metis Provincial Council of British Columbia AHRDA serves the entire province of British Columbia with a focus on Metis clients. They currently operate seven agreements in British Columbia.

- An urban Aboriginal AHRDA known as ACCESS also serves clients in the lower mainland, who are resident off reserve but may include First Nations. Metis and other aboriginal peoples who have migrated to the lower mainland.

The First Nations Employment Society operates through labour market development agreements with local First Nations. Lil-Wat First Nation, Squamish First Nation, Musqueam First Nations are all members of the First Nations Employment Society.

These three First Nations have established an agreement, prior to July 02, 2003, to provide for employment development activities related to the 2010 Winter Games. These Nations have received funds through the Province of British Columbia's' Economic Measure Fund (legacies for training and development) to meet specific objective identified in the early stages of the 2010 Bid program.

New information and data will require these nations to review those preliminary plans and look at a more comprehensive strategy for aboriginal human resource planning. The strategy should now be expanded to reflect all the stakeholders and respect the legacies agreements that are currently in place.

Several partnership programs have been developed through the four aboriginal agreement holders in the lower mainland. These include the:

- Aboriginal Employment Partnership Initiative (AEPI) developed in partnership with the Metis Provincial Council, the First Nations Employment Society and ACCESS. The main focus of the initiative is to market aboriginal partnerships to key private sector employees. Funding for this partnership is provided through the Province of British Columbia and administered by the Metis Provincial Council on behalf of the partnership.

- Coordinated Aboriginal Apprenticeship Strategy (CAAS) is a mechanism to increase the participation of aboriginal people in the trades through apprenticeships. The project is a joint initiative of three AHRDA holders and the national Aboriginal Human Resource Development Council (Head office in Saskatoon). The project is funded through existing AHRDA resources with some supplemental assistance from the National AHRD Council and administered by ACCESS on behalf of the partnership.

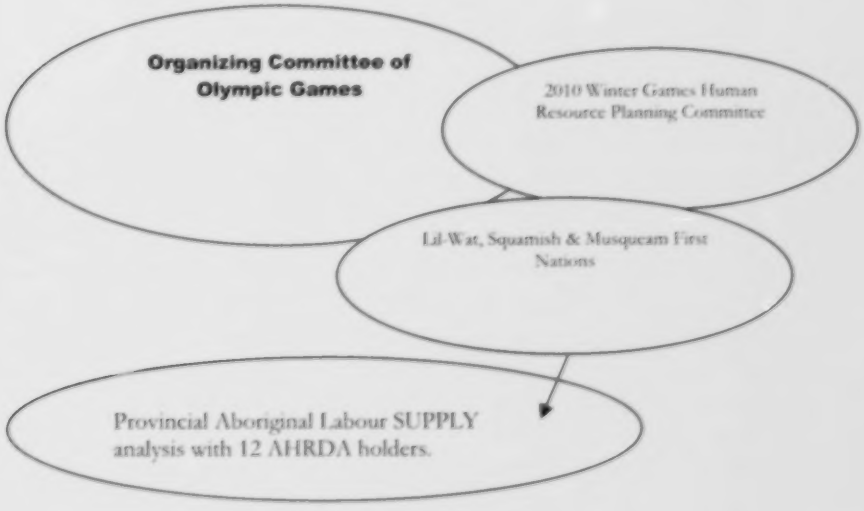
- Multi-party training plan partnership between Squamish, Lil-Wat, Musqueam First Nations and the Ministry of Advanced Education Training and Technology. The purpose of this multi-party training plan is to develop aboriginal people for the 2010 Winter Games projects including environmental enrichment training and heavy equipment operators for the Sea to Sky Highway improvement project. This project is administered through a non-profit society, jointly managed by Squamish and Lil-Wat First Nations.

Aboriginal human resource development stakeholders, at the community level have developed partnerships to enhance aboriginal labour force participation, work with local employers and support community based strategies for increasing aboriginal labour force participation.

1.6 Meeting 2010 Labour Market Supply and Demand

Recommendation #1: That the 2010 Human Resource Planning Committee acknowledge the diversity of Aboriginal Peoples across British Columbia and build on the existing networks, organizations and infrastructure within the Aboriginal community to ensure an inclusive process for Human Resource Development.

For example: Leadership in 2010 Aboriginal Human Resource Development is being provided by the Squamish, Lil-Wat and Musqueam First Nations who have partnered with the Ministry of Skill Development, Province of British Columbia. There is a potential for this partnership to be expanded to provide for the inclusion of other First Nations, Aboriginal AHRDA's and stakeholders including aboriginal and non-aboriginal training institutes. Collectively, the AHRDA's network in British Columbia represents a source of human resource capital and resources to support labour market participation. It is worthy to note that the three First Nations who developed the joint 2010 Aboriginal multi-party training plan are also represented on the 2010 Winter Games Human Resource Planning Committee. A sample plan can be illustrated as follows:


Organizing Committee of Olympic Games
2010 Winter Games Human Resource Planning Committee
Lil-Wat, Squamish & Musqueam First Nations
Provincial Aboriginal Labour SUPPLY analysis with 12 AHRDA holders.

It would be appropriate to recognize the Squamish and Lil-Wat Nations human resource development centers to lead the process towards inclusiveness. This would include links with other AHRDA's that have demonstrated interest through participation at the Round Table discussion and the follow-up focus group meetings. The consortium could expand the current

labour pool and include active participation by sectoral groups such as the British Columbia Aboriginal Network on Disabilities and other stakeholders who share a common interest in labour market development.

The previous illustration could act as a template towards including all Aboriginal human resource development stakeholders to enhance training and capacity building for all Aboriginal peoples. This template should now be reviewed, options to be developed and the partnerships expanded, in close consultation between the provincial and federal governments. .

A meeting should be convened in the near future to insure inclusive activities the active involvement of local First Nations.

The need for apprenticeship and trades training, including the developments of necessary infrastructure is now underway and supported by local First Nations, Metis, and a broad base of aboriginal human resource development stakeholders. This collective action is being demonstrated in a Coordinated Aboriginal Apprenticeship Strategy representing 12 Aboriginal AHRDA agreement holders.

Recommendation #2. That the 2010 Human Resources Planning Committee support the Coordinated Aboriginal Training Consortium and provincial apprenticeship and trades training partnerships through this group.

The Province of British Columbia is currently reviewing a "new approach to apprenticeship" since dissolving the Industry Training & Apprenticeship Commission (ITAC). There are many options currently under development, however, the key factor is the need to address the skills shortages in the trades sector.

It is evident, from the scope of the R. Kunin report, that a broad base of support will be required to meet the labour market challenges being presented by the 2010 Winter Games. The challenge exists to leverage additional resources in a timely fashion to embrace the range of opportunities that will be generated by the 2010 Winter Games. Both the Federal and Provincial governments share a responsibility to support the inclusion of aboriginal human resources within the various projects to be generated. It is not realistic to expect the current resource levels of First Nations and AHRDA's to meet the challenge.

Recommendation #3. That the 2010 Human Resources Planning Committee work with local First Nations and aboriginal human resource development stakeholder groups to assess the training capacity of existing facilities within local First Nations and the larger aboriginal community in British Columbia, establish training links between First Nations, aboriginal controlled training institutions, and provincial training institutes. Identify training resources, delivery formats and infrastructure needed to support 2010 labour supply and demand activities.

The coordinated training consortium could be facilitated immediately following the development of a consortium of Aboriginal Human Resource Development stakeholders for 2010 developments. Collective action is required between human resource planners, represented by local First Nations and other aboriginal agencies, the

The Aboriginal infrastructure developed through the AHRDA's has significant capacity to meet the labour market demand anticipated by the 2010 Labour Supply and Demand Analysis, R. Kunin and Associates, 2003. This report acknowledges that infrastructure and the linkages that are already in place to meet to meet the anticipated labour demands needs.

Section 2

2.0 Aboriginal Youth, Women and Persons with Disabilities.

"We need education about the Olympics" a youth delegate on Jul21st, 2003.

Aboriginal communities anticipate active involvement in developments associated with the 2010 Winter games, including the economic and cultural activities between 2003 and 2010. As part of the engagement process for aboriginal human resource development stakeholders and aboriginal business three focus groups were held on July 21st, 2003 as part of the Round table on Aboriginal Business partnerships. The agenda for the round table included presentations from:

- The 2010 Human Resource Planning Committee
- The 2010 Procurement Strategy
- Lil-Wat Nation Human Resource Development
- Question and Answer period.

Immediately following the presentations and a brief question and answer period with 2010 representatives, break-out sessions were held with four groups.

- Aboriginal business break-out session
- Aboriginal Youth break out session
- Aboriginal Women break out session
- Aboriginal Persons with Disabilities break out session

2.1 Aboriginal Youth and the 2010 Olympics

The data presented in chapter one suggests that aboriginal youth ages 15-19 are 40% of the unemployed aboriginal work force in British Columbia. The 2001 census indicates the unemployed population for aboriginal people in British Columbia is 16, 720 and 6, 390 of these are youth aged 15-19 years.

The messages presented by youth delegates to the Forum on Aboriginal Business and the 2010 Winter Games were clear and well articulated.

Aboriginal youth want to learn more about the opportunities and share the Olympic experience. As one delegate stated "We *want to learn more about the Olympics, to participate in all the activities leading up to the games. To be a part of the process".*

A major challenge for the 2010 Winter Olympic Human Resource Planning Committee would be the development of youth engagement tools. This group represents a significant portion of the aboriginal supply equation. According to the 2001 Census, aboriginal youth under the age of 16 represent 40% of the total aboriginal population[5]. These children will enter the labour force over the next 10 years, generating an overall increase in the aboriginal labour supply.

Youth delegates offered some advice to the 2010 Winter Games Human Resource Planning committee.

"Take *the message to First Nations, to aboriginal communities and engage communities and families".* Delegate to July 21st Round table.

- ✓ Information sharing sessions should be held in communities across British Columbia specifically for Aboriginal youth.
- ✓ There are several steps that need to be taken for youth. Youth need to be taught about business opportunities.
- ✓ Youth can partnership with existing business and other companies to share the opportunities that arise from the 2010 Winter Games
- ✓ Companies need to take chances and provide youth with business experience. Mentorship programs should be developed with business for aboriginal youth.
- ✓ The Olympic spirit should be to provide all youth with access to opportunities
- ✓ Youth need to have access to international experiences, international trade and small business development.
- ✓ The 2010 Youth sports legacy should reach as many communities across British Columbia as possible including urban youth who do not participate in many programs that target only First Nations youth on reserve.

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[5] 2001 Census data for British Columbia

"The *world is coming to Vancouver and we have a rich history and culture to share with them. Youth can be excellent representative if we have the opportunity to participate"* delegate remarks at the July 21st forum.

While the short time frame and limited resources did not permit further direct engagement with aboriginal youth on the question of 2010 labour market supply and demand, there is enough data to suggest support an increased focus on this sector of the aboriginal population.

Recommendation #4: The Aboriginal Youth recommend an engagement program be developed specifically for aboriginal youth. That this program be provincial in scope. The youth recommend that the 2010 Winter Games consider partnership with other Federal initiatives that target aboriginal youth to support the dissemination of information on careers, jobs, training and small business related to the 2010 Winter Games.

Recommendation #5 The Aboriginal Youth recommend that career information and training opportunities be developed specifically for youth and provided throughout the province. These training experiences might be culturally supportive training such as the Super host training program offered throughout the province. Training for public speaking and participation would be an asset towards more inclusiveness of youth in meetings and events related to the 2010 Winter Olympics.

One such program identified is currently under development through the Department of Indian Affairs and Northern Development Canada to facilitate regional workshops throughout British Columbia in 2004. INAC anticipates partnerships with aboriginal human resource development agreement holders to engage aboriginal youth through a series of regional forums.

Contacts for First Nation Youth should be made directly with First Nations.
Contacts for Metis youth should be made through the Metis Provincial Council of B.C.
Contact for urban youth in Vancouver can be made to the Urban Native Youth Association, 1640 East Hastings St. Vancouver, B.C. V5L-1S6 604-254-7732

2.2 Aboriginal Women and the 2010 Winter Games.

Aboriginal women welcomed the opportunity to discuss issues and challenges for Aboriginal human resource planning as it relates to the 2010 Winter Games and the opportunities generated by the games.

"Aboriginal women are opening business across British Columbia and have been recognized for achievements in business".

"What women need to participate is access to capital, networking and the development of partnerships".

"Aboriginal women can assist in developing networks to support the 2010 Winter Games and entrepreneurship."

What can be done through the 2010 Winter Games Human Resource Planning Committee for Aboriginal women

- ✓ Promote Alcan Spirit Tour

- ✓ Entrepreneurial training and mentorship programs for aboriginal women
- ✓ Promote women in sports (assist with purchasing equipment for women and access to sports venues)
- ✓ Have access to scholarships and sponsorships for female athletes and train young women.
- ✓ Take an inventory of skills and promote these skills

On the subject of recommendations for the 2010 Human resource Planning committee

1st business network for Aboriginal women should be established

Design a women's cooperative to build and design access to partnerships for procurement to the 2010 Winter Games opportunities

Equity issues: Employment. Training and apprenticeship should have targets for Aboriginal women Education should be certified

Developing transferable skills should be a part of the Human Resource Planning process

Child Minding from infants to young adults with certification

Women should have access to higher level jobs such as managers, etc.

Women in leadership should be developed Alternative healing therapies

An inventory of Aboriginal women in Business, management and leadership should be developed, Training in event management Training in Volunteerism

Promote "have to marketing "and media relations training.

" *Design and implement a provincial aboriginal task group attached to the 2010 Winter Games Human Resource Planning Committee and 50% of the task group should be Aboriginal women, including youth representatives with business and or leadership abilities"* .

Recommendation #6 The 2010 Human Resource Planning Committee has placed an emphasis in inclusion, to ensure that all persons have access to opportunities. Human resource planners, apprenticeship and trades managers and training institutions that will participate in linking the supply and demand side equations, should include equity principles in the process to ensure that aboriginal women are represented at all levels and in all occupational sectors.

Key Contact: Native Women's Association of Canada and the Career Place network for Aboriginal Women .. British Columbia Native Women's Society. Mollie Bono, Keremeos, British Columbia, 250-499-5600

2.3 Aboriginal Persons with Disabilities

KEY CONTACT: B.C. Network on Disabilities Society -1888-381-7303

While efforts were made to attract aboriginal persons with disabilities there was only two delegates who self declared to be persons with disabilities. There are two streams of labour supply for aboriginal persons with disabilities:

A: Establish contact with Aboriginal Human Resource Development Agreement holders who administer the federal Disabilities Opportunities Fund through HRDC.

B. Establish contact with the British Columbia Aboriginal Network on Disabilities in Victoria, British Columbia. BCANDS managed a provincial program from 1997-1999 in partnership with local colleges and First Nations to assist aboriginal persons with disabilities re-enter the labour force. These experiences will be helpful to meeting the labour market demands generated by hosting the 2010 winter games.

Recommendation #7. That the British Columbia Aboriginal Network on Disabilities be included in activities, forums and venues relating to aboriginal human resources development. This should include representation on committee, consortiums and associations developed in response to the 2010 winter games programming.

Section

3.0 Aboriginal Business Partnerships

Doing business with the 2010 Winter Games

The 2010 aboriginal human resource planning committee identified the need to respond, not only to the occupational demand to be generated by the Winter Games, but also to the increased opportunities for self employment and small business opportunities. Aboriginal businesses are making a significant contribution to the creation of jobs and opportunities. These aboriginal business and economic development representatives have an interest in participating in development leading up to 2010.

For Aboriginal business to capitalize on these in pre-event, event and post-event activities, organization and promotion consisting of providing information to Aboriginal business and business organizations, and collecting information on these businesses and their needs. The following are recommendations that came from the "Aboriginal Business Roundtable on Partnerships - Connecting the Rings, Going for Business Gold" held in Vancouver on July 21, 2003.

3.1 Aboriginal Business and 2010

Following the presentations of July 21st, 2003, on the 2010 Human Resource Planning Committee and the 2010 Procurement Strategy, aboriginal business met in a caucus to review the information and make recommendations to the 2010 Human Resource Planning committee.

One-Stop Winter2010 Aboriginal Business Network - Coordinate Aboriginal business networks and information systems. Several associations and delivery organizations exist that

provide services and / or programs for Aboriginal business. These systems require coordination to create a one-stop information shop where Aboriginal business can:

- Register their business / produce a directory of qualified Aboriginal businesses - it may be through a website and / or printed directory
- Learn of required goods and supplies to identify business opportunities for start-up and expansion
- Identify potential contract, partnering and business opportunities
- Get information on Request For Proposals (RFP's)

Marketing and Product Supply Coordination - Coordinate the supply of Aboriginal business products (i.e. goods and services) to enable Aboriginal businesses to collectively bid on RFP's and to promote products to major suppliers and sponsors. An Aboriginal Business Contract Agent could be responsible for coordinating and matching suppliers and preparing proposals. This could also be done through the creation of an Aboriginal marketing cooperative. This Agent would also be responsible for matching Aboriginal businesses / products with major contract bidders and sponsors.

Tradeshow Program - Enable Aboriginal business to participate or be presented in the Vancouver Winter2010 tradeshows overseas. A tradeshow program should be developed that coordinates Aboriginal participation in overseas shows and an annual Vancouver tradeshow.

Brand Creation - Create a brand that protects the integrity of Aboriginal art and other products. This brand could be a symbol of authenticity or support of Aboriginal business, economies and culture. A program could be created alongside the brand that also identifies retailers that honor the integrity of Aboriginal arts and culture - i.e. an education package and program that certifies retailers who comply with a "Retailer of Aboriginal Artists and Culture Code of Ethics" (to be developed).

Province Wide First Nations Promotion - Use Winter2010 to showcase all First Nations Cultures of BC and province-wide Aboriginal businesses.

Business Association - Create Industry Sector Discussion groups and then host regular business meetings to discuss, present and strategize on opportunities. This could be done through supporting the establishment of a chapter to the National Aboriginal Business Association, which may be in the form of a British Columbia Aboriginal Business Chamber of Commerce. Sector groups specific to the following are requested:

- Aboriginal artists - to address their needs, especially copyright and royalties is required
- Native musicians and entertainers of all genres - coordinate a list and promote their involvement in the games; provide education and training.

Winter2010 Opportunities Newsletter - Promotion of the opportunities and programs available to Aboriginals needs to be done province wide through a print and on-line newsletter.

Environmental Sustainability Strategy - While the opportunities for Aboriginal business to supply goods and services to the vast numbers of people who will attend the Winter Olympics and Paralympics, there is also concern that the natural and cultural environments will be harmed. A strategy is required that addresses the protection of the natural, cultural and economic environments.

Information request from Aboriginal Business participants

- Business also wanted to know how it could use the Olympic ring trademark. Winter2010 offered to provide information on the requirements and emphasized that there are strict guidelines to the trademark use. There are, however, ways that small and micro-business can show the trademark without infringing on copyright. Product suppliers could also connect with major sponsors to explore these sponsors showcasing Aboriginal products in the sponsor marketing activities.
- Network with major sponsors to identify supplier needs - seek subcontracting opportunities.
- Contact top sponsors early.
- Develop a long-term sustainable plan.

The 2010 human resource planning sub-committee on aboriginal human resource development requested that a focus group review the information and suggestions generated on July 21st and provides some recommendations to the committee.

Section

4.0 Opportunities for Aboriginal Business Partnerships

Aboriginal business and First Nation economic development stakeholders met on July 21sts, 2003 at the Round Table on Aboriginal Business partnerships. This recommendations and advice provided to the 2010 Winter Games Human Resource Planning Committee was the basis for hosting a focus group of delegates from across British Columbia to review the information provided in Chapter 3 and provide some focus for aboriginal business partnerships and the 2010 Winter Games.

An initial economic impact study revealed that by hosting the games along with an expanded Vancouver Convention and Exhibition Centre will:

- *Create up to 228,000 new jobs*
- *Generate up to $10 billion in economic activity*
- *Result in about $2.5 billion in additional government tax revenues*
  (SOURCE: Winter2010 Plan for Gold)

The RKA report on 2010 Winter Games Labour Demand Analysis noted that *First Nations have understandable expectations of skills development, business growth, employment opportunities (both direct and indirect), new partnership ventures and greater educational opportunities*[6].

The Vancouver Winter 2010 organization has identified five areas in their business and community success strategy essential for maximizing British Columbia business and community participation and making these games as successful as they possibly can be. These areas are:

1. Tourism

[6] page VIII , RKA report 2010 Winter Games Labour Demand Analysis.

2. Employment, skills development and volunteers
3. Sport and legacy development
4. Trade and investment
5. Goods and services supply (procurement)

In each of these strategy sectors, opportunities exist for Aboriginals. The ranges of opportunities and ventures and joint ventures developments that may occur are diverse and bridge many industries and occupations. Aboriginal business anticipate opportunities to participate will occur in each of the five categories presented by the 2010 Human Resources planning committee.

General comments provided at the July 21st forum on Aboriginal Buiness Partnerships were recorded and formed the basis for a follow-up focus group on aboriginal business and 2010. The focus group meeting would discuss the following:

1. A review of the 2010 Human Resource Planning Committee.
2. A summary of findings from the previous chapter.
3. A discussion on each of the business strategies
4. Written submissions by focus group participants.

The focus group reviewed the recommendations recorded in the previous chapter with intent to provide some guidance to the 2010 Human Resource Planning Committee on aboriginal business development. The challenge is that aboriginal business is a nascent sector that has only seen development over the last 10-15 years.

The focus group identified several streams of activities that could be developed. These streams of activities were based on the

- Role of the 2010 Human Resource Planning Committee
- Role of Small Business Owner –Operator (Aboriginal Entrepreneur)
- Role of the First Nation and Aboriginal Community Agencies.
- Role of Federal- Provincial and Local Governments

4.1 Role of the 2010 Human Resource Planning Committee.

Aboriginal Business have an interest in playing a significant role in meeting the labour market needs of projects and programs relating to the 2010 Winter Games. The key issues

from a small business perspective include access to information, aboriginal procurement strategies, and sufficient lead time to capture the opportunities. Joint venture programs and potential exist for First Nations and other aboriginal economic development organizations.

Aboriginal business face challenges in finding labour, as well as training and retaining staff. A human resources strategy for Aboriginal business is also required. It should coordinate training and education programs, involve the BC Ministry of Advanced Education emphasizing on-reserve education and training needs, pre- and post-Olympics. The need for small business assistance and training should be considered by the consortium on training as proposed earlier.

Delegates to the focus group provided a range of specific activities that would assist and support small business access the opportunities associated with the 2010 Winter Games. Most significant of these recommendations was directed to the Organizing committee through the 2010 Human resources planning committee.

Recommendation # 8 That the 2010 Human Resource Planning Committee recommend that the OCOG establish a dedicated office to handle the liaison with various aboriginal and First Nation sector organizations and agencies that promote and advocate on behalf of aboriginal small business. That this office has the primary role to communicate, on a provincial basis, or nationally, the range of opportunities that evolve in relation to the hosting the 2010 Winter Games.

Aboriginal business member and stakeholders supported the idea of a clear and transparent process for procurement leading up to the 2010 Winter Games. The message provided by delegates to the July 21st Round table on aboriginal business and echoed at the Focus group on aboriginal business is to utilize existing organizations and infrastructure to get out the information on jobs and opportunities.(recommendation #1).

4.2 Role of Aboriginal Small Business Entrepreneur and Economic Development

Aboriginal small business has a responsibility to meet the challenge of participating in the opportunities generated by the 2010 Winter Games. The formation of a province wide aboriginal small business chamber of Commerce and or an aboriginal business alliance to support small business should remain the responsibility of small business. Whether these networks include cooperatives of artists, sector councils of Aboriginal business or other representational bodies, they should be community and membership driven.

The issue of cultural identity and integrity of design is one that should remain with the artist. The creation of a brand to identify made is BC products or to validate products could range from First Nation to First Nation, artist to artist. Many questions exist on issues of authenticity and cultural integrity. The job of informing the world of authenticity of the northwest coast cultures and the various other aboriginal cultures that exist in British Columbia should remain with the artist and the community.

There is a need for the OCOG to recognize the range of cultures for Aboriginal peoples across British Columbia including First Nations. Metis and other cultural groups (Inuit, Dene, Cree etc).

4.2 Role of Business: in relation to Aboriginal Peoples.

Since the announcement of July 02, 2003, small, medium and large companies have created a 'flood' of enquiries with local First Nations, particularly, the Squamish and Mount Currie First Nations. This interest was reaffirmed at the July 21st Forum on Aboriginal Business partnership by a key note presentation from Tim Regan, president of Vision Pacific in Whistler, British Columbia

" I believe that joint ventures are the future for long term economic success. Quite frankly, First Nations need to ally themselves with business and business should embrace joint venture relationships with First Nations".[7]

The range of opportunities is tremendous and potential links between aboriginal business and other companies is one area that should be considered. Corporations need to have links to First Nations and other aboriginal business interests. The Focus group noted that in many communities there are aboriginal business development centres, however, a parallel vehicle does not exist in the Vancouver to Whistler corridor.

4.4 Role of the First Nations, Aboriginal Community agencies.

The range of representational groups in British Columbia is almost as diverse as the aboriginal peoples themselves. The 200+ First Nations and some 100 + aboriginal organizations, agencies and associations may all share an interest in supporting the 2010 Winter Games. These community based organizations have already established networks and linkages for special events or reasons. This may be geographical or cultural in nature, such as Tribal Councils or provincial in nature such as the B.C. Association of Aboriginal Friendship Centres. There are also the Canadian Association of Native Development officers. (CANDO) that is active across British Columbia and the Aboriginal Business Network, Aboriginal Financial Institutions, Aboriginal Capital corporations, the Aboriginal Business Alliance among many others. The B.C Aboriginal Economic Network and the Aboriginal Business Services Network (ABSN) also exist to support the dissemination of information about the 2010 Winter Games.

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[7] July 21st, 2003 luncheon speaker presentation to the Aboriginal Roundtable on Business partnerships. Time Regan is president of Vision Pacific in Whistler, British Columbia.

Many participants acknowledges the range of diversity of infrastructure across the Province with a recurring theme to build on the range of networks that already exist for the dissemination of information to aboriginal business, aboriginal youth and other target groups.

> Respondents to the Focus group identified a need to put into place an Aboriginal Business Development Centre in the Whistler- Mount Currie area to capture the opportunities and assist small and medium size enterprise development. There was also a parallel need to support small business development in Greater Vancouver (including North Vancouver) both on and off reserve.

Suggestions from Aboriginal business include the development of an aboriginal people's television network for British Columbia and or an APTN 2010 Business show hosted by the Aboriginal people television network.

The group also supported the suggestion that a 2010 Banner program exist with First Nations and other aboriginal communities and that this program be implemented to show support for the 2010 Winter Games while reflecting the diversity of aboriginal peoples within British Columbia.

4.5 Role of Federal, Provincial and Local Governments.

Aboriginal business participants suggest all levels of government have a role in aboriginal business and economic development within aboriginal communities throughout British Columbia and increase the role of aboriginal people in the range of opportunities and activities generated by the 2010 Winter Games. More specifically delegates suggested a significant role for the federal and provincial governments may include:
1. To ensure that adequate resources are available to support aboriginal engagement strategies, education and learning related to the employment and economic impact of the 2010 Winter Games.

2. Where possible, that all levels of government support the role of aboriginal participation through direct awards and contracts specifically for aboriginal people. Where the government is a major partner in a project, whether the RAV line, the Vancouver Convention Centre or other projects, government should ensure provisions of that support, include aboriginal participation. This should include both jobs and contract opportunities.

Governments have a major role in international trade and development and now that Vancouver is a member of the Olympic community, new opportunities will occur for participation in trade missions to countries such as Athens, Greece in 2004. The aboriginal business community anticipates that accommodation will be provided for First Nations, Metis and other aboriginal business to participate in these trade missions.

Section

5.0 Summary

The Olympic program will generate significant opportunities for all British Columbians. Aboriginal people represent a significant portion of the potential labour pool within British Columbia and, according to the 2001 census, this sector

of the population is a relatively young and growing population. The 2010 Human Resource planning committee wishes to engage this community in addressing the potential skills shortages and occupational opportunities that will be generated by the 2010 Winter Games and other major projects.

The standing committee on Aboriginal human resource development met on several occasions over the summer of 2003 to engage the aboriginal business community and major economic development stakeholders on the subject of human resource development.

As part of its strategy of inclusion, the committee has requested the consultant reflect the analysis of the RKA report: 2010 Winter Games Labour Demand Analysis, as part of the current aboriginal engagement strategy

This report includes a strategic review of those previous recommendations and provides suggestions for engaging the entire aboriginal infrastructure in British Columbia in meeting the labour demands associated with the 2010 Winter Games and other major projects.

5.1 RKA Report on First Nations – Supply and Demand

The 2010 Human Resource planning committee received a report in April, 2003 entitled 2010 Winter Games Labour Demand Analysis. This report provides several references to First Nations who are currently part of the 2010 Games matrix, those First Nations having agreements with the organizing committee. The chapter entitled First Nations Supply and Demand[5] provides an introduction to the supply side, with references to four local First Nations. The report also reviews the share legacies agreements and the 2010 Olympic Bid training and employment initiative already underway.

The report also provides a table on First Nations representation in the experienced labour force, as well as education and career choice for Aboriginal youth. To meet the labour market challenges generated by hosting the 2010 Winter Games, the RKA report provided the following recommendations:

1. Ensure full participation and consultation with First Nations in developing and implementing any programs that flow from the Games and related projects, to ensure applicability, and to integrate with the extensive and well developed plans and strategies already in place.

2. Conduct a search of examples of successful practices in creating opportunities for First Nations and Indigenous people, in literature about past Games and similar events.

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[5] 2010 Winter Games Labour Demand Analysis, R. Kunin & Associates, April 2003 Chapter 6, First Nations Supply and Demand.

3. Continue to facilitate the acquisition of seats for trades training. Some First Nations (e.g. Squamish) have already acquired seats for equipment operators, but with the labour demand analysis, there would probably be a decision to target other kinds of skills too.

4. Determine the needed level and put in place adequate adult education training and career choice assistance to First Nations.

A recurring theme throughout the current engagement process was the need to embrace partnerships and work together to support the 2010 Winter Games. The aboriginal community wishes to have more opportunities to participate in dialogue and discussion. Delegates to each event confirmed the need to engage the entire aboriginal community of British Columbia and its many distinct cultural groups.

The aboriginal business participants, economic development representatives and aboriginal human resource development stakeholders suggests that a substantial infrastructure exists across the province to support both business and labour participation in the major projects leading up to the 2010 Winter Games.

The key, from the view of delegates, was to start early in the process and to build on the existing infrastructure to ensure aboriginal people and aboriginal business have access to the myriad of opportunities to be generated by hosting the games.

5.2 Recommendations to the 2010 Human Resource Planning Committee

Delegates and respondents to the July 21st Round Table on Aboriginal Business Partnerships and the follow-up focus group on Aboriginal business relating to the 2010 Winter Olympics, encourage the 2010 Winter Games Human Resource Planning Committee for providing information on the range of opportunities. The discussions were wide ranging and supportive, while acknowledging the leadership being provided by local First Nations.

To this purpose the following recommendations are provided to the 2010 human resource planning committee for consideration:

Recommendation #1: The 2010 Human Resource Planning Committee acknowledge the diversity of Aboriginal Peoples across British Columbia and build on the existing networks, organizations and infrastructure within the Aboriginal community to ensure an inclusive process for Human Resource Development.

Recommendation #2 The 2010 Human Resources Planning Committee support the Coordinated Aboriginal Apprenticeship Strategy (CAAS). This provincial aboriginal apprenticeship and trades training partnership is a nascent organization designed specifically to support aboriginal participation in trades and apprenticeships. Necessary resources should be made available to this group to contribute to the current 2010 labour gaps analysis.

It is important to note here that the RKA report, 2010 Winter Games Labour Demand Analysis suggests a *framework for apprenticeship programs to attract and retain sufficient people to meet current and future growth.* The potential exists for the Coordinated Aboriginal Apprenticeship Strategy to ensure aboriginal people are part of the trades envisioned in the RKA report.

Recommendation #3. That the 2010 Human Resources Planning Committee work with local First Nations and aboriginal human resource development stakeholder groups to assess the training capacity of existing facilities within local First Nations and the larger aboriginal community in British Columbia, establish training links between First Nations, aboriginal controlled training institutions, and provincial training institutes. Identify training resources, delivery formats and infrastructure needed to meet the training needs of local First Nations and aboriginal human resource development stakeholders.

This will require some mechanism for aboriginal educators, training institutions and community learning centres to support First Nations, Metis and other aboriginal human resource development and business organizations in meeting the challenge presented by the 2010 labour market analysis.

Recommendation #4: The Aboriginal Youth recommend an engagement program be developed specifically for aboriginal youth. This program should be provincial in scope. The youth recommend that the 2010 Winter Games consider partnership with other Federal initiatives that target aboriginal youth to support the dissemination of information on careers, jobs, training and small business related to the 2010 Winter Games.

Recommendation #5 The Aboriginal Youth recommend that career information and training opportunities be developed specifically for youth and provided throughout the province. These training experiences might be culturally supportive training such as the Super host training program offered throughout the province. Training for public speaking and participation would be an asset towards more inclusiveness of youth in meetings and events related to the 2010 Winter Olympics.

Recommendation #6 The 2010 Human Resource Planning Committee has placed an emphasis on inclusion, to ensure that all persons have access to opportunities. Human resource planners, apprenticeship and trades managers and training institutions that will participate in linking the supply and demand side equations, should include equity principles in the process to ensure that aboriginal women are represented at all levels and in all occupational sectors.

Recommendation #7 The British Columbia Aboriginal Network on Disabilities, a organization representing aboriginal persons with disabilities, should be included in activities, forums and venues relating to aboriginal human resources development. This should include representation on committee, consortiums and associations developed in response to the 2010 winter games programming.

Recommendation #8 That the 2010 Human Resource Planning Committee recommend that the OCOG establish a dedicated office to handle the liaison with various aboriginal and First Nation sector organizations and agencies that promote and advocate on behalf of aboriginal small business. That this office has the primary role to communicate, on a provincial basis, or nationally, the range of opportunities that evolve in relation to the hosting the 2010 Winter Games.

5.3 **NEXT STEPS:** opportunities to increase aboriginal participation

The 2010 Winter Games Labour Demand Analysis, by R. Kunin, demonstrated that major projects now envisioned, could impact significantly on the current levels of unemployment and underemployment existing within First Nations and other aboriginal communities.

A message that remained constant throughout the aboriginal business engagement process was that some kind of focused, strategic coordination be developed to support aboriginal participation in the jobs and training opportunities created through the 2010 Winter Games and that this program be inclusive of all aboriginal peoples.

There was also an acknowledgement that a major key to achieve these positive impacts will be strategic planning early in the process. The Kunin report confirms that "*it is important to take steps now to do the planning, to establish the training structures and to inform workers and potential workers about opportunities for learning and development*". The 2010 Human Resource planning committee must develop a wider range of consultations to define the opportunities from the Kunin report. A supply review should be conducted in consultation with aboriginal human resource development stakeholders.

The aboriginal business community and major economic development stakeholders representing First Nations and other aboriginal organization supported this theme, with the provision that inclusive programs be developed to and that provincial wide representation be part of the 2010 Aboriginal human resource planning efforts.

Continued meeting with Aboriginal human resource development organizations and agencies.	Focus on apprenticeship and trades through existing infrastructure such as the CAAS program that is now evolving.	Ensure that aboriginal training institute and infrastructure is in place including support at the local First Nations community level.

Additional meetings with aboriginal human resource development stakeholders and the 2010 Human Resource planning committee.	Joint session of the 2010 Human resource planning committee and the Coordinated Aboriginal Apprenticeship Strategy for aboriginal participation in trades and apprenticeships on a provincial basis.	Provincial session with aboriginal training facilities to define short range and long term training strategies to support aboriginal inclusion at all levels of the jobs associated with the 2010 Winter Games Labour Demand Analysis.

A broad based coalition of aboriginal human resource development stakeholders, aboriginal community governments, and aboriginal controlled training institutions will be required to respond to the opportunities being generated by the 2010 Winter Games. The opportunity should be taken to mobilize these resources for a collective response to the opportunities now envisioned by the 2010 Human resource planning committee.

While the broad based approach is essential for effective and efficient human resource planning that involves aboriginal people there is also a need to respond to the unique challenges of circumstances of target groups. Special focus should be provided to ensuring participation of aboriginal women, youth and persons with disabilities.

Appendice A: Contact list

Business	Contact	Telephone	Location
Brenco Media Inc.	Brenda Chambers	604-623-3360	Kelowna
Coppermoon Media	Jacob Beaton	250-475-0754	Victoria
Youth Delegate	Ginger Gosnell	604-540-0060	Vancouver
Takaya Developments	Leonard George	604-924-2338	North Vancouver
Tsleil-Waututh Nation	James George	604-929-3454	North Vancouver
Visions Planning Group	Joe Gallagher	604-924-0231	West Vancouver
Sto:lo Office Supplies	Paul Frederickson	604-858-5588	Chilliwack
Eagle's Nest Log Home	James Fountain	604-378-6190	Merritt
Sechelt Economic Dev.	Garry Feschuck	604-885-2273	Sechelt
Youth delegate SFU	Wade Dorvault	604-719-6596	East Vancouver
Tale Awtwx Capital Cor	Vanessa De Bono	604-824-2088	West Vancouver
A.E.P.I.	Jeannie Cramner	604-987-4469	Vancouver
Tuccaro INC.	David Tuccaro	780-791-9386	Kelowna
Fiscal Realities	Jason Calla	604-922-6010	West Vancouver
Fiscal Realities	Rae Ann White	604-922-6010	West Vancouver
Firstclip News Services	Rhonda Des Rosiers	604-985-9763	Vancouver
N.V.I.T. Training	Verna Billy	250-378-3381	Merritt
Sky Spirit Studio	Wade Baker	604-984-3217	North Vancouver
Sky Spirit Studio	Mary Tsai	604-984-3217	North Vancouver
Squamish Nation	Toby Baker	604-980-4553	North Vancouver
First Nations Lawyer	Merle Alexander	604-687-6789	Vancouver
97.5 First Nations radio	Clint Andrews	604-452-3221	Anderson Lake
Cedars-US	Stewart Nahanee	604-671-4817	North Vancouver
YMC Management	Joe Norris	250-246-3211	Chemainus
CESO Aboriginal	Math'ieya Alatani	604-984-3584	North Vancouver
Knot-La Cha Art	Nancy Nightingale	604-987-3339	North Vancouver

Liliget Feast House	Dolly Watts	604-681-7074	Vancouver
PGNAETA	Samantha Moise	250-561-1199	Prince George
PGNATEA	Jason Morgan	250-561-1199	Prince George
Th'ewali Resources Ltd	Bruce Sam	604-858-4631	Cultus Lake
Aboriginal Business Cen	Ray Gerow	250-562-6325	Prince George
INAC	Tim Low	604-775-6278	Vancouver
INAC	Brian George	604-775-6278	Vancouver
Canada-BC Enterprise	Harbs Bains	604-775-8151	Vancouver
LeLe La Productions	George Taylor	250-727-7958	Vancouver
Designer	Corrine Hunt	604-924-0273	North Vancouver
Leis Industries	JR Leis	604-535-1462	Surrey
Starlight Video	Rene Nahanee	604-986-1473	North Vancouver
Hayes Forest Services	Earl Smith	250-709-6385	Duncan
ACR Systems	Albert Rock	604-591-1128	Surrey
Chickadee Craft Corner	Carol Harry	604-892 5195	North Vancouver
Coast Salish Artist	Darren Yelton	604-986-4474	North Vancouver
Aboriginal Computers	Peter Wealick	604-925-8106	West Vancouver
S'pakwus Dance Group	Bob Baker	604-980-2230	North Vancouver
Squamish Dancers	Maurice Nahanee	604-985-0799	North Vancouver
Squamish Dancers	Marissa Nahanee	604-985-0799	North Vancouver
Food Beverage Tourism	Muriel Pascal	604-682-3269	Vancouver
Crafts	Chris Mills	604-301-0549	Vancouver
First Clip News service	Lori Johnston	604-985-9398	Vancouver
C.T.C.	Sandra White	604-929-3917	North Vancouver
CESO Aboriginal	Chris Lewis	604-986-4566	North Vancouver
Sechelt AHRDA	Marita Paul	604-885-2273	Sechelt
XA:YTEM	Linnea Battel	604-820-9275	Mission
Renovations	Fred Wabegijic	604-733-1585	Vancouver
Northwest Coast Artist	Klatle-Bhi	604-988-7028	North Vancouver
F.N.E.S.	Brandon Stiles	604-605-8901	Vancouver

FNES	Valerie Monkman	604-605-8901	Vancouver
Lil Wat Nation	Lois Joseph	604-894-5086	Mount Currie
Lil Wat Nation	Ruth Joseph	604-894-6115	Mount Currie
Seabird Island Band	Brian Jones	604-796-6835	Agassiz
Squamish Nation artist	Aaron Joseph	604-984-7440	North Vancouver
FMB/CGF	Tewanne Joseph	604-925-6662	West Vancouver
Loren & Company	Candy Johnston	604-904-3807	North Vancouver
Tribes Gallery	Debra Hogan	604-541-2633	White Rock
FNES	Michael Sadler	604-605-7195	Vancouver
Designing Nations	Beverly O'Neill	604-913-1905	West Vancouver
B.C Hydro	Claire Marshall	604-623-4426	Vancouver
AEPI	Nadine Hoehne	604-669-2105	Vancouver
FNES	Robin Roberts	604-605-8901	Vancouver
Salishan Catering	Denise Sparrow	604-264 0021	Musqueam
CIBC Aboriginal	Gary Wilson	250 756-3400	Nanaimo
Richard Eagle Designs	Richard White Eagle	604-983-3509	North Vancouver
Carver	Russell Williams	604-983-3509	North Vancouver
Wichita Framing	Bertha Paull	604-9987-0725	North Vancouver
Carver	Darren Yelton	604-986-4474	North Vancouver
HRDC	Matthew Garrow	604-666-2611	Vancouver
Youth	Jolene Patrick	604-452-3221	Anderson Lake
Youth	Barry Welsh	604-452-3221	Anderson Lake
Every Last Detail	Tina Semper	604-943-5960	Tsawwassen
Vancouver East	Greg Tolliday	604-926-7225	West Vancouver
Hey Way Noq	Victor York	604 874-1831	Vancouver

September 09, 2003	Focus Group	Meeting	Participants
2010 HRD Committee	Kerry Jothan	250-213-9231	Victoria
2010 HRD Committee	Christine Leo	604-894-6115	Mount Currie
2010 HRD Committee	Christine Baker	604-985-7711	North Vancouver
Education Centre	Darrell Mounsey	604-291-5135	Vancouver
O'Neill Marketing	Bev O'Neill	604-913-1905	West Vancouver
Sechelt Economic Devel	Garry Feschuck	604-885-2273	Sechelt
ABSN	Arnold Adolph	604-685-2332	Vancouver
SME Centre	Ray Gerow	250-562-6325	Prince George
Eagles Nest Homes	James Fountain	250378-6190	Merritt
Tsimshian Artist	Bill Helen	250-828-9833	Prince Rupert
B.C Hydro	Claire Marshall	604-623-4426	Vancouver
Small business owner	Tony Jacobs	604-512-6003	Tsawwassen
Tsawwassen	Stewart Morgan	604-943-2112	Tsawwassen
Lector	Melanie Rapada	604-681-7500	Vancouver
FNES AHRDA	Michael Sadler	604-605-8901	Vancouver
Metis AHRDA	Keith Henry	604-219-0157	Vancouver
Prince George AHRDA	Samantha Moise	250-561-1199	Prince George
Prince George ARHDA	Jason Morgan	250-561-1199	Prince George
Kamloops AHRDA	David Lindley	250-314-1564	Kamloops

Appendix B: Lists of AHRDA's in British Columbia

AHRDA BC/Yukon

Area	Contact	Telephone #	
CARIBOO/CHILCOTIN	Yvonne Smith	(250) 392-2510	
CENTRAL COAST/FRASER VALLEY	Roy Mussell	(604) 858-3691	
CENTRAL INTERIOR	David Lindley	(250) 314-1564 828-9789 (STEP)	
NORTH AND WEST COAST VANCOUVER ISLAND	Bob Andersen Jack Cook NTC	(250) 286-3455 (250) 724-5757	
NORTH EAST	Kathryn McDonald	(250) 785-0887	
OKANAGAN/KOOTENAY	Administrator – Karen Abramsen Maureen Madson Rosemary Nicholas (Cranbrook)	(250) 769-1977 (250) 868-3428 (250) 489-5762	
PRINCE GEORGE/NECHAKO	Karin Hunt	(250) 561-1199	
SKEENA	Clarence Nyce	(250) 635-8730	
SOUTH VANCOUVER ISLAND	Danny Henry	(250) 746-0183	
VANCOUVER/SUNSHINE COAST	Michael Sadler	(604) 605-7194 (604) 240-4106	
VANCOUVER URBAN AGREEMENT – ACES	Tara Gilbert	(604) 251-7955	
YUKON - Aboriginal Labour Force Alliance (Includes provision of service delivery for Metis)	Norma Claggett	(867) 456-4348	

YUKON Council of Yukon First Nations	Cindy Hannah	(867) 393-9238	

Metis Aboriginal Resource Development Agreements - BC

B.C. Provincial Office	Harley Desjarlais, President Keith Henry, Executive Director Jennifer Macdonald, Coordinator	Tel: (604) 801-5853 Tel:(250) 380-6032	

Focus Group Meeting

2010 Olympics Human Resource Development

The Focus group will review the attached recommendations from the July 21st, 2003 Round table on Aboriginal Business partnerships, hosted by the 2010 Human Resources Development committee. The focus group will consider a strategy for engaging aboriginal business in the 2010 Games opportunities. The focus group will be limited to 20 Aboriginal businesses and economic development stakeholders.

One-Stop Winter2010 Aboriginal Business Network - Coordinate Aboriginal business networks and information systems. Several associations and delivery organizations exist that provide services and / or programs for Aboriginal business. These systems require coordination to create a one-stop information shop where Aboriginal business can:

- Register their business / produce a directory of qualified Aboriginal businesses - it may be through a website and / or printed directory
- Learn of required goods and supplies to identify business opportunities for start-up and expansion
- Identify potential contract, partnering and business opportunities
- Get information on Request For Proposals (RFPs)

2. **Marketing and Product Supply Coordination** - Coordinate the supply of Aboriginal business products (i.e. goods and services) to enable Aboriginal businesses to collectively bid on RFPs and to promote products to major suppliers and sponsors. An Aboriginal Business Contract Agent could be responsible for coordinating and matching suppliers and preparing proposals. This could also be done through the creation of an Aboriginal marketing cooperative. This Agent would also be responsible for matching Aboriginal businesses / products with major contract bidders and sponsors.

3. **Tradeshow Program** - Enable Aboriginal business to participate or be presented in the Vancouver Winter2010 tradeshows overseas. A tradeshow program should be developed that coordinates Aboriginal participation in overseas shows and an annual Vancouver tradeshow.

4. **Brand Creation** - Create a brand that protects the integrity of Aboriginal art and other products. This brand could be a symbol of authenticity or support of Aboriginal business, economies and culture. A program could be created alongside the brand that also identifies retailers that honor the integrity of Aboriginal arts and culture - i.e. an education package and program that certifies retailers who comply with a "Retailer of Aboriginal Artists and Culture Code of Ethics" (to be developed).

5. **Province Wide First Nations Promotion** - Use Winter 2010 to showcase all First Nations Cultures of BC and province-wide Aboriginal businesses. **Winter2010 Opportunities Newsletter** - Promotion of the opportunities and programs available to Aboriginals needs to be done province wide through a print and on-line newsletter.

Final Question: What is the single most important recommendation you can provide to the 2010 Human Resource planning Committee.